

## **IC 2004-1 TO AFI 36-3207, SEPARATING COMMISSIONED OFFICERS**

**9 JUNE 2004**

### **★SUMMARY OF REVISIONS**

This change incorporates interim change (IC) 2004-1 (attachment 26). Reference to “Weight control failure” is replaced with “Failure in the Fitness Program.” The Air Force Director of Personnel has directed implementation of a new Fitness Program (AFI 10-248, *Fitness Program*) combining fitness and weight body management programs. See the last attachment of the publication, IC 2004-1, for the complete IC. A bar (/) indicates revision from the previous edition.

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★Supersedes: AFI 36-3207, 6 July 2000

★Certified by: HQ AFPC/DPP (Col Steven F. Maurmann)

### **Attachment 2**

## **SEPARATION PAY, READJUSTMENT PAY, AND SEVERANCE PAY**

### **A2.1. Separation Pay.**

A2.1.1. Full separation pay. Full separation pay is payable to active-duty list regular and reserve officers who meet each of these four conditions:

A2.1.1.1. 6 or more, but less than 20, years of active military service.

A2.1.1.2. Separating involuntarily and none of the conditions in paragraph A2.1.3. apply.

A2.1.1.3. Separating involuntarily under one of these specific conditions:

A2.1.1.3.1. Fully qualified for retention but denied continuation.

A2.1.1.3.2. Fully qualified for retention but separating under a reduction-in-force.

A2.1.1.3.3. Separating as a result of being nonselected for promotion (including found not qualified for promotion to first lieutenant). **NOTE:** Officers separating as a result of being nonselected for promotion may request an earlier involuntary DOS. Officers who directly cause their nonselection for promotion through written communication to the promotion board are not entitled to receive separation pay (10 U.S.C. 1174 [a][3]).

A2.1.1.3.4. Separating or transferring to the Retired Reserve as a result of maximum service or age.

A2.1.1.4. Sign a written agreement to serve in the Ready Reserve for a period of 3 years following their separation from active duty.

A2.1.1.4.1. If they have unfulfilled MSO at the time of separation from active duty, the 3-year Ready Reserve obligation begins on the day after the day on which they complete their MSO.

A2.1.1.4.2. A regular officer receives an appointment as a reserve officer upon separating from active duty if qualified for such appointment.

A2.1.1.4.3. A regular officer not qualified for a reserve appointment need not be appointed to be considered to have met this condition of eligibility for full separation pay.

A2.1.2. Half separation pay. Half-separation pay is payable to active-duty list regular and reserve officers who meet each of these four conditions:

A2.1.2.1. 6 or more, but less than 20, years active military service.

A2.1.2.2. Separation is honorable or under honorable conditions (general) and none of the conditions in paragraph A2.1.3. apply.

A2.1.2.3. Voluntary or involuntary discharge after required to show cause for retention or resignation in lieu of further administrative action under AFI 36-3206 and one of these specific conditions apply:

★A2.1.2.3.1. Failure in the Fitness Program.

A2.1.2.3.2. Homosexual conduct.

A2.1.2.3.3. In the interest of national security.

A2.1.2.3.4. A service-specific program established as a half-payment level by the Secretary of the Air Force.

A2.1.2.3.5. Entered into a written agreement to serve in the Ready Reserve for a period of 3 years following separation from active duty.

A2.1.2.3.6. If they have unfulfilled MSO at the time of separation, the 3-year Ready Reserve obligation begins on the day after the day on which they complete their MSO.

A2.1.2.3.7. A regular officer receives a reserve appointment upon separation if qualified for such appointment.

A2.1.2.3.8. A regular officer who is not qualified for appointment need not be appointed to be considered to have met this condition of eligibility for half-separation pay.

A2.1.3. Limitations. Officers are not eligible for separation pay under these circumstances:

A2.1.3.1. Separation at their own request. **NOTE:** This does not include resigning instead of undergoing further administrative discharge proceedings under AFI 36-3206, or requests for discharge after show cause authority notification under AFI 36-3206.

A2.1.3.2. Eligible for retired pay.

A2.1.3.3. Dismissal or discharge as a result of a court-martial sentence.

A2.1.3.4. Drop from the rolls of the Air Force.

A2.1.3.5. Discharge under other than honorable conditions.

A2.1.3.6. Discharge for substandard performance, misconduct or moral or professional dereliction.

A2.1.3.7. Separation under a service-specific program established as a no-payment level by the Secretary of the Air Force.

A2.1.3.8. Secretary of the Air Force determines that the conditions under which the officer is separating do not warrant half-separation payment.

A2.1.4. Computing active military service and separation pay. The local financial services office computes the full- or half-separation pay payable to officers.

A2.1.4.1. The 6 or more years of active military service do not have to be continuous. Count each full month of active military service that is in addition to the number of full years of active military service as one-twelfth of a year. Disregard any remaining fractional part of a month.

A2.1.4.2. Full-separation pay is 10 percent of 12 times the amount of monthly basic pay to which entitled at the time of separation from active duty, times the years and full months of active military service.

A2.1.4.3. "Half-separation pay" is 50 percent of what the full-separation pay would have been.

A2.2. Severance Pay or Readjustment Pay. Severance pay for regular officers and readjustment pay for reserve officers may be payable under laws in effect prior to 15 Sep 81 if their EAD is prior to 15 Sep 81. They must meet one of these conditions:

A2.2.1. Involuntary separation and character of service honorable or under honorable conditions (general).

A2.2.2. Voluntary discharge and character of service honorable or under honorable conditions (general) after notified to show cause for retention under AFI 36-3206.

A2.2.3. Computing readjustment pay. Your local financial services office computes readjustment pay.

A2.2.3.1. When computing years of active Federal military service for readjustment pay, count 6 months or more as a whole year, and disregard any part less than 6 months.

A2.2.3.2. The readjustment pay formula for an officer separating for adverse reasons is one-half month's basic pay multiplied by years of active Federal military service, but not over 18 years. The readjustment pay cannot exceed 9 months' basic pay or \$15,000, whichever is less.

A2.2.4. Computing severance pay. Your local financial services office computes severance pay.

A2.2.4.1. When computing years of active Federal commissioned service for severance pay, count 6 months or more of active Federal commissioned service as a whole year, and disregard any part less than 6 months.

A2.2.4.2. The severance pay formula for an officer separating for adverse reasons in AFI 36-3206 is 1 months' basic pay multiplied by years of active Federal commissioned service but not more than 12 years. The severance pay cannot exceed 1 year's basic pay.

A2.3. Effect on Retired Pay or Disability Compensation.

A2.3.1. Retired pay. Officers who receive separation pay, severance pay, or readjustment pay and who later qualify for retired or retainer pay under Title 10 or Title 14, U.S.C., will have deducted an amount equal to the total gross amount of separation pay, severance pay, and readjustment pay.

A2.3.2. Disability compensation. Officers who receive separation pay, severance pay, or readjustment pay based on active military service, and become eligible for disability compensation administered by the Department of the Veterans Affairs, will have deducted from such payments an amount equal to the total gross amount of separation pay, severance pay or readjustment pay.